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PANCHAYATI RAJ & D.W. DEPARTMENT

NOTIFICATION

The 9th August, 2023

No.17546—PR-DRDA-MISC-0049/2014/PR&DW.— In exercise of the power conferred under section 51 of Odisha Zilla Parishad Act, 1991 (Odisha Act 17 of 1991) is hereby published as required by sub-section (1) of the said section for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration after the expiry of a period of thirty days from the date of publication of this notification in the *Odisha Gazette*;

Any objection and suggestion which may be received from any person in respect of the said draft before the expiry of the period so specified above will be considered by the State Government.

## CHAPTER-I

### GENERAL

**1. Short title and commencement.**-(1) These rules may be called the **Odisha Zilla Parishad Employees Service (Recruitment and Conditions of Service) Rules, 2023**.

(2) They shall come into force on the date of their publication in the *Odisha Gazette*.

**2. Application.**-(1) Unless otherwise expressly provided in these rules, these rules shall apply to the regular Group B, Group C and Group D posts of the Parishad as specified in rule-4 of these rules, except the posts are required to be filled up on the basis of deputation.

(2) These rules shall not apply to the, –

- a) employees engaged on deputation from the State Government of Odisha or other State Government or Government of India or any other Statutory Body or Corporation.
- b) persons engaged on daily wages/ *ad hoc*/ job contract/ contractual/ Consolidated Pay/ Casual basis.

(3) The employees on deputation shall be governed by the rules and regulations regulating the condition of service of their respective government and that of the statutory body or corporation or such office/ institution, as the case may be, in accordance with the terms and conditions of their deputation.

**3. Definition.**-(1) In these rules, unless the context otherwise requires,-

- a) "Act" means Odisha Zilla Parishad Act, 1991 (Odisha Act 17 of 1991);
- b) "Appendix" means the Appendix appended to these rules;
- c) "Cadre" means strength of a service or part of a service sanctioned as a separate unit;
- d) "Chief Development Officer-*cum*-Executive Officer" means the Executive Officer as referred to in sub-section(2) of section 13 of Odisha Zilla Parishad Act, 1991;
- e) "Chief Executive Officer" means the Collector and District Magistrate of the District" as referred to in sub section (1) of Section 13 of Odisha Zilla Parishad Act, 1991;
- f) "Date of regular appointment" means the date on which appointment letter/order was issued in favour of the employee concerned.
- g) "Director" means the Director, Panchayati Raj or Director, Special Projects of PR & DW. Department, as the case may be, specified against individual post in Appendix-C & D;
- h) "District Cadre" means the cadre controlled and administered by the Collector and District Magistrate of the District;
- i) "Ex-Servicemen" means a person defined as such in the Odisha Ex-servicemen (Recruitment to State Civil Services and Posts) Rules, 1985;
- j) "Government" means the Government of Odisha;

- k) "OD and SOSS Rules, 1988" means Odisha District and Sub-ordinate Offices' Stenographers' Service (Recruitment and Conditions of Service of Stenographers) Rules, 1988.
  - l) "OMS Rules, 2019" means Odisha Ministerial Service (Method of Recruitment and Conditions of Service of Jr. Assistants, Sr. Assistants and Section Officers in the District Offices and Offices Sub-ordinate thereto) Rules, 2019.
  - m) "Parishad" means Zilla Parishad constituted under section 3 of the Act;
  - n) "Persons with Disabilities" means a person who has been granted with disability certificate by the Competent Authority as per the provisions of the Persons with Disabilities (Equal Opportunities, Protection of right and Full Participation) Odisha Rules, 2003;
  - o) "Probationer" means an employee of the Parishad on probation in or against a permanent post in the cadre of the Parishad;
  - p) "Scheduled Castes and Scheduled Tribes" shall have reference to Scheduled Castes specified in the Constitution (Scheduled Castes) Order 1950 and the Scheduled Tribes specified in the Constitution (Scheduled Tribes) Order 1950 as the case may be made under Article 341 and 342 of the Constitution of India, respectively and amended from time to time;
  - q) "SEBC" means Socially and Educationally Backward Classes as defined in clause-a of Section 2 of the Odisha State Commission for Backward Classes Act, 1993 and as may be specified by the Government from time to time;
  - r) "Service" means Odisha Zilla Parishad Service constituted under these rules;
  - s) "Sportsperson" refer to a person who hold the identity card as sportsman issued by the Director Sports;
  - t) "State Cadre" means the cadre controlled and administered by the Government of Odisha in PR and DW. Department.
  - u) "year" means the Calendar year;
- (2) All other words and expressions used but not specifically defined in these rules, shall unless the context otherwise requires, have the same meaning as respectively assigned to them in the Zilla Parishad Act, 1991, the Odisha Zilla Parishad Rules, 2001 and Odisha Service Code.

## CHAPTER-II

### Constitution of Zilla Parishad Service

**4. Classification of posts and constitution of service.**-The service shall consist of the following posts namely:—

- i) Chief Development Officer-*cum*-Executive Officer
- ii) Additional Executive Officer (Administration)
- iii) Additional Executive Officer (Technical)
- iv) Additional Executive Officer (Finance)
- v) Assistant Executive Engineer
- vi) Assistant Executive Officer (MIS)
- vii) Senior Programme Manager (Finance)
- viii) Programme Manager
- ix) Personal Assistant
- x) Section Officer
- xi) Senior Stenographer
- xii) Senior Assistant
- xiii) Junior Accountant
- xiv) Junior Assistant
- xv) Junior Stenographer
- xvi) Driver

**5. Initial constitution of service.**-(1) All the existing officers and employees holding duty posts in Zilla Parishad and in the District Rural Development Agency, on regular basis shall be the member of the service in the respective grades

**6. Strength of the Service.**-(1) The posts of Senior Programme Manager (Finance) and Programme Manager shall constitute State Cadre.

(2) The posts included in the various grades under sub-clause (ix) to (xi) of rule-4 and under sub-clause (xii) to (xv) of rule-4 shall constitute District Cadre.

(3) The posts of Senior Programme Manager (Finance) under sub-clause (vii) of rule-4 and Junior Accountant under sub-clause (xiii) of rule-4 shall be dying posts. The posts becoming vacant due to retirement/ resignation/ death of the incumbents in these posts, shall be abolished.

**7. Appointing Authority.**-The Appointing Authority in respect of different posts will be as specified in Appendix-C and Appendix-D.

## CHAPTER-III

### Method of Recruitment

**8. Method of recruitment.**-(1) The following posts shall be filled up on deputation basis in the manner hereinafter provided, namely:—

(a) **The Post of Chief Development Officer-cum-Executive Officer** shall be filled up on deputation basis, by the Government from amongst the officers of the Indian Administrative Service or the Odisha Administrative Service of such rank and on such terms and conditions as may be specified, by order, by the Government in General Administration & Public Grievance Department.

(b) **The Post of Additional Executive Officer (Administration)** shall be filled up, on deputation basis, by the Government from amongst the officers of the Odisha Administrative Service of such rank and on such terms and conditions may be specified, by order, by the Government in General Administration & Public Grievance Department, as the case may be.

(c) **The Post of Additional Executive Officer (Technical)** shall be filled up, on deputation basis, by the Government from amongst the officers in the rank of Executive Engineer of the Odisha Engineering Services or Odisha Panchayati Raj Engineering Services on such terms and conditions as may be specified in the order, by Government in Works Department or Panchayati Raj and Drinking Water Department as the case may be.

(d) **The Post of Additional Executive Officer (Finance)** shall be filled up, on deputation basis, by the State Government from amongst the officers of Odisha Finance Service of such rank and on such terms and condition as may be specified, by order, by the Government in Finance Department.

(e) **The post of Assistant Executive Engineer** shall be filled up, on deputation basis, from amongst the officers of Odisha Engineering Service cadre or from the Odisha Panchayati Raj Engineering Service in the rank of Deputy Executive Engineer on such terms and condition as may be specified, by order, by Government in Works Department or Panchayati Raj and Drinking Water Department as the case may be.

(f) **The post of Assistant Executive Officer (MIS)** shall be filled up, on deputation basis, by the Government from amongst the officers of the Odisha Planning Service or of the Odisha Statistic and Economic Service cadre of such rank and on such terms and condition as may be specified by order of the Government in Planning and Co-ordination Department.

(2) **By Direct Recruitment** (i) The post of Programme Manager under sub-clause (viii) the post of Jr. Stenographer under sub-clause (xv) and the post of Driver under clause (xvi) as specified under rule-4 shall be filled up by way of Direct Recruitment in accordance with these rules.

(ii) 80% of the vacancies of the post of Jr. Assistant, rounded to nearest whole number, under sub-clause (xiv) as specified under rule-4 shall be filled up by way of Direct Recruitment.

Method of direct Recruitment, Qualification, Experience in respect of posts under sub-rule (2) of this rule, shall be as specified in Appendix-A.

Provided that in case of non-availability of suitable candidates, the Parishad may fill up the vacancy by way of deputation from among the district cadre employees having duties and degree of responsibilities of the same nature with the approval of Government.

(3) **By Promotion** (i) All the posts under clause (ix) to (xi) and under clause (xii) of rule-4 shall be filled up by way of promotion.

(ii) 20% of the vacancies of Junior Assistant, rounded to nearest whole number, shall be filled up by way of promotion amongst the regular Group-D employees brought over to the service under rule-5 of these rules on the basis of recommendation of Selection Committee prescribed under sub rule (1) of rule-12.

Method of recruitment through promotion, eligibility criteria in respect of posts under sub-rule (3) of this rule, shall be as specified in Appendix-B.

Provided that in case required number of Group-D employees are not available for promotion to the post of Jr. Assistant in a particular year, such vacancies shall be filled up by the candidates recruited under sub-rule (2) (ii) of this rule.

**9. Reservations-** Notwithstanding anything contained in these rules, reservation of vacancies or posts, as the case may be, for-

(a) Scheduled Castes and Scheduled Tribes shall be made in accordance with the provisions of the Odisha Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules/ orders issued there under, and

(b) SEBC, women, sports person, Ex-servicemen and Persons with Disabilities shall be made in accordance with the provisions made under such Act, rules, orders or instructions issued in this behalf by the Government from time to time.

## CHAPTER-IV

### Direct Recruitment

**10. Recruitment Procedure.-** (1) The posts of Programme Manager shall be filled up by way of competitive examination to be conducted by Odisha Staff Selection Commission.

(2) The posts of Junior Assistant and Junior Stenographer shall be filled up by way of competitive examination to be conducted by Odisha Sub-ordinate Staff Selection Commission in accordance with OMS Rules, 2019 and OD & SOSS Rules, 1988, amended from time to time, respectively.

(3) The post of Driver shall be filled up in accordance with the Odisha Government Drivers (Light Motor Vehicle) Group 'C' (Method of Recruitment and Conditions of Service) Rules, 2013.

(4) The standard syllabus and subjects of examination of Programme Manager, Junior Assistant, Junior Stenographer, and Driver shall be as set forth in Appendix-C.

The date and the place of the examinations to be held shall be fixed by the Commissions concerned.

(5) **Notification of Vacancies.-**(a) In the month of January each year PR&DW Department shall intimate the existing vacancies and anticipated vacancies likely to occur during the year in the post of Programme Manager, to be filled up by way of direct recruitment, to the Odisha Staff Selection Commission, indicating therein the number of posts belonging to different reserved categories as specified in rule-9 for conducting recruitment examinations.

On receipt of vacancies from Government in PR and DW Department the Odisha Staff Selection Commission shall publish the advertisement inviting applications from eligible candidates to appear the written examination.

(b) In the month of January each year the CDO-cum-EO shall intimate the existing vacancies and anticipated vacancies likely to occur during the year in the post of Junior Assistant, Junior Stenographer and Driver to be filled up by way of direct recruitment, to the Collector in accordance with provisions under OMS Rules, 2019 OD and SOSS Rules, 1988, as amended from time to time. The Collector, shall submit the requisition, received from CDO-cum-EO, to the Odisha Sub-Ordinate Staff Selection Commission, indicating therein the number of posts belonging to different reserved categories as specified in rule-9 for conducting recruitment examinations.

On receipt of vacancies from the Collector, the Odisha Sub-Ordinate Staff Selection Commission shall publish the advertisement inviting applications from eligible candidates to appear the written examination.

(6) The application forms, the manner of submission of application forms, documents required to be accompanied with the application form, fee required and scrutiny of applications, verification of documents in respect of eligibility of applicants shall be such as may be decided by the Commissions concerned.

(7) The Odisha Staff Selection Commission shall prepare the Merit List in respect of Programme Manager and submit Select List to PR and DW. Department against the number of vacancies notified. Merit List should contain the exact number of candidates category wise as notified in the advertisement. The Merit List shall be the base for preparation of Gradation List/ Seniority List.

(8) The Odisha Sub-Ordinate Staff Selection Commission shall prepare the Merit List district-wise in respect of posts of Jr. Assistant and Jr. Stenographer from amongst the candidates belonging to concerned districts as per OMS Rules, 2019 and OD and SOSS Rules, 1988, as amended from time to time. The Merit List shall be the base for preparation of Gradation List/ Seniority List.

**11. Eligibility criteria for Direct Recruitment.**-(1) In order to be eligible for direct recruitment, a candidate,-

(a) must be a citizen of India.

(b) must have attained the age of 21 years for all the posts under rule-10 except Junior Stenographer and must not be above the age of 32 years as on 1st day of January of the year, in which the advertisement is made.

(c) must have attained the age of 18 years for the post of Junior Stenographer and must not be above the age of 32 years as on 1st day of January of the year, in which the advertisement is made:

Provided that, the upper age limit in respect of reserved categories of candidates shall be relaxed in accordance with the provisions of the Act, rules, orders or instructions, in force, for their respective categories.

(d) must be able to read, write and speak Odia; and have –

(i) passed Middle School Examination with Odia as a language subject; or



- (ii) passed Matriculation or equivalent Examination with Odia as medium of Examination in non-language subject; or
  - (iii) passed in Odia as language subject in the final Examination of Class –VII or as the Class as decided by Government from time to time, from a school or educational institution recognized by the Government of Odisha or the Central Government; or
  - (iv) passed a test in Odia in Middle English School Standard conducted by the School and Mass Education Department.
- (e) must not have more than one spouse living, if married:
- Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person or there are other grounds for doing so, exempt any person from the operation of this rule.
- (f) must have possessed the educational qualification as specified in Column-4 of Appendix-‘C’ against respective posts.
  - (g) must be of good mental condition and bodily health and free from any physical challenge likely to interfere with the discharge of his duties in the service. A candidate, who after such medical examination as the Government may prescribe, is not found to satisfy these requirements shall not be appointed in the service.
  - (h) in respect of post of Junior Assistant and Junior Stenographer must belong to the district only for which he/she is applying. He/she has to furnish Nativity certificate from the competent Authority in support, for the competitive examination.

## **CHAPTER-V**

### **Promotion**

#### **12. Constitution of Committee.—**

(1) There shall be constituted a Departmental Promotion Committee consisting of the following members for selecting candidates for promotion to Junior Assistant , Senior Assistant ,Section Officer, Personal Assistant, and Senior Stenographer namely:-

- |   |                        |
|---|------------------------|
| (a) Collector- <i>cum</i> -Chief Executive Officer of the Parishad            | Chairman               |
| (b) Chief Development Officer- <i>cum</i> - Executive Officer of the Parishad | Member                 |
| (c) District Welfare Officer  | Member                 |
| (d) Additional Executive Officer (Administration)                             | Member and<br>convenor |

(2) The Departmental Promotion Committee shall consider the suitability of eligible employees for promotion to the higher grade and accordingly prepare a list of such employees. The list prepared by the Committee shall be valid and can be acted upon notwithstanding the absence of any of its members other than the Chairman:

Provided that the members so absented was duly invited to attend the meeting of the Committee and the majority of the members of the Committee attend the meeting.

**13. Procedure for selection by the Committee.—**

(1) The Committee shall meet at least once in a year preferably in the month of January or in the month as prescribed by Government from time to time, to prepare a list of employees, as are held by them, suitable for promotion to the posts specified at sub-rule (1) of rule-12, taking into account the existing vacancies and the anticipated vacancies of the year.

(2) The Committee while considering the promotion cases of suitable employees and preparing the list, shall follow the provisions of-

- (a) The Odisha Reservation of Vacancies in Posts and Services (For Scheduled Castes and Scheduled Tribes) Act, 1975 and the Rules made thereunder;
- (b) The Circular No. 11124, dated the 15th March, 2007 issued by ST and SC Development, M and BC Welfare Department regarding reservation in posts and services for SC, ST and Other Backward Classes.
- (c) The Odisha Civil Services (Zone of Consideration for Promotion) Rules, 1988;
- (d) The Odisha Civil Services (Criteria for Promotion) Rules, 1992;
- (e) The Odisha Civil Services (Criteria for Selection for Appointment including Promotion) Rules, 2003; and
- (f) The Odisha Rights of Persons with Disabilities Rules, 2018.

**14. Select List.-**

(1) The lists of persons prepared by the Commissions concerned in case of direct recruitment for the posts of Programme Manager, Junior Assistant, Junior Stenographer and Driver shall form the select list, after being approved by Government or Collector, as the case may be.

(2) The list of persons prepared by the Selection Committee as under sub rule (1) of rule-13 of these Rules shall form the select list after being approved by the Director, Panchayati Raj.

(3) The list referred to under sub-rule (1) to (2) of this rule, shall ordinarily be in force for a period of one year from the date of its publication/ approval of the Appointing Authority or until another select list is prepared afresh, whichever is earlier.

(4) Appointment to any post in the service shall be in the order in which their names appear on the select list.

## **CHAPTER-VI**

### **Other Conditions of Service**

**15. Verification of Certificate/ Documents at the time of joining.-** A person appointed to any post under sub-rule (2) of rule-8 has to produce the following documents for verification at the time of his/her joining;

- a) Original Certificates in support of date of birth, educational qualifications, reserved category, wherever applicable.
- b) Original document in support of Identity alongwith two self-attested recent passport size photograph.
- c) Medical Certificates from Medical Officer not below the rank of Assistant Surgeon of the Government in the form prescribed below.  

“I, certify that I have examined \_\_\_\_\_ a candidature for employment in the \_\_\_\_\_ Department/Office of \_\_\_\_\_ and cannot discover that he/ she has any disease, constitutional weakness or bodily infirmity except \_\_\_\_\_. I consider/ do not consider this, as a disqualification for employment in the \_\_\_\_\_ Department/Office of \_\_\_\_\_. His/ her age according to his/ her own statement is \_\_\_\_\_ years and by appearance is about \_\_\_\_\_ years.”
- d) Certificate of good conduct from two responsible Officers of the Government not related to him/her.
- e) A declaration to the effect that he/she does not have more than one spouse living.

**16. Probation and Confirmation.-**(1) Every person appointed to any grade/ post in the service by direct recruitment shall be on probation for a period of two years and when appointed on promotion shall be on probation for a period of one year from the date of joining the post:

Provided that the period of probation shall not include the following:-

- (a) Extraordinary leave,

(b) Period of unauthorized leave,

(c) Any other period held to be not being on actual duty.

(2) The appointment of a probationer may for good and sufficient reasons to be recorded in writing, be terminated by the Government at any time without previous notice during the period of probation including extension of such period, if any, and after such termination, the employee shall be deemed to be reverted to his/ her former post, if he/she is a promotee.

(3) A probationer after completing the period of probation to the satisfaction of Government shall be eligible for confirmation subject to the availability of substantive post in the service.

**17. Departmental Examination and Training.**-(1) The Junior Assistant shall be required to pass the Preliminary Accounts Examination which is held by Board of Revenue, Odisha under Rule-163-A of Bihar and Odisha Boards Miscellaneous Rules, 1928.

(2) The Senior Assistant shall be required to pass the Final Accounts Examination which is held by Board of Revenue, Odisha under Rule-163-A of Bihar and Odisha Boards Miscellaneous Rules, 1928.

(3) Programme Manager, Jr. Stenographer and Sr. Stenographer shall be required to undergo such training or to pass such tests or Departmental examinations, as the case may be, prescribed by Government from time to time.

**18. Inter se-Seniority.** - (1) The relative seniority of each person appointed to a particular grade/ cadre of service in a particular year by way of direct recruitment under Chapter-IV of these Rules shall be determined with reference to his/ her position in the respective Select List.

(2) The persons promoted to the post of Junior Assistant in a particular year under clause (ii) of sub rule (3) of rule-8 shall be junior to the persons appointed to the post of Junior Assistant in that year under clause (ii) of sub rule (2) of rule-8.

(3) The relative seniority of each person appointed to a promotional post after commencement of these rules shall be fixed in accordance with his position in the feeder post following the catch-up principle.

(4) *Inter se-Seniority* of persons who are deemed to have been appointed in the posts of Senior Programme Manager under rule-5 of these Rules shall be in the order of their date of initial appointment in the regular post. In case of date of appointment of two or more persons coincide, the *Inter se-Seniority* in such cases shall be fixed in order of their age i.e. the person senior by age will be senior to the other.

(5) *Inter se-Seniority* of persons who are deemed to have been appointed in the posts of Programme Manager under rule-5 of these Rules shall be in the order of their date of initial

appointment in the regular post. In case of date of appointment of two or more person coincide, the inter se seniority in such cases shall be fixed in order of their age i.e. the person senior by age will be senior to the other.

(6) *Inter se*-Seniority of persons who are deemed to have been appointed in the post of Personal Assistant, Section Officer, Senior Stenographer, Senior Assistant, Junior Assistant, Junior Stenographer, Junior Accountant, Driver, Peon, Sweeper-*cum*-Chowkidar under rule-5 of these Rules shall be determined as follows;

(a) The employees of Zilla Parishad in a post appointed in a year will be determined in accordance with their position in the existing seniority list. In absence of existing seniority list, their inter se seniority will be determined according to date of regular appointment in the base level post.

(b) The relative seniority of the employees of DRDA in a post shall be determined with reference to his position in the existing seniority list. In absence of existing seniority list their relative seniority will be determined according to date of regular appointment in the base level post.

(c) The employees under clause (a) of sub rule (6) of rule-18, appointed in a particular year will be, *en bloc* senior to the employees under clause (b) of sub rule (6) of rule-18, appointed in that particular year.

**19. Other Service Conditions** - (1) The pay, grade pay, increment, allowances, RACP/ MACP, age of superannuation, review of cases for pre-mature retirement or otherwise of the officers and employees of service shall be governed by the rules or instructions as applicable to the State Government officers and employees subject to the approval of the Government in PR and DW. Department.

(2) Provision in certain rules of Government applicable to the employees of the service:

(i) Except as otherwise, expressly provided in these rules;

(a) the general conditions of service as provided in the Odisha Service Code,

(b) the Odisha Government Servants' Conduct Rules, 1959,

(c) the Odisha Leave Rules, 1966,

(d) the Odisha Civil Services (Rehabilitation Assistance) Rules, 2020 and

(e) the Odisha Travelling Allowance Rules.

(ii) Entitlement to reimbursement of Cost of Medicine, Leave Travel Concession and enrolment under Group Insurance Scheme shall be as applicable to the employees of the Government.

(3) Subject to the provisions of Act and rules made thereunder, the Appointing Authority shall have the full power to exercise in the matter of conditions of service as provided in the Odisha Service Code made applicable under these rules.

(4) The Chief Executive Officer shall be competent to sanction any kind of leave to the employees, except the officers/ employees on deputation, under the leave rules made applicable in these Rules:

Provided that he may delegate, by order, the powers to the Chief Development Officer-*cum*-Executive Officer, to sanction any kind of leave to any category or class of employees.

(5) For the purpose of TA, the Chief Executive Officer shall be the Controlling Authority:

Provided that he may delegate, by order, the powers to the Chief Development Officer-*cum*-Executive Officer, to be the Controlling Authority in respect of any category or class of employees.

## **Chapter-VII**

### **Discipline**

**20. Discipline.-** (1) The procedure for institution of Disciplinary Proceeding and its finalization under the provisions of Odisha Civil Services (CCA) Rules, 1962 and orders/ notifications/ circulars of GA&PG Department thereon shall *mutatis mutandis* be applicable to the employees under this Service.

(2) The Disciplinary Authority and the Appellate Authority in case of base level and promotional post shall be as prescribed in the Appendix-A and B respectively.

## **Chapter VIII**

### **Miscellaneous**

**21. Interpretation.-** If any difficulty arises as to the interpretation of these rules, the matter shall be referred to the State Government whose decision thereon shall be final and binding on all concerned.

**22.Overriding Effect.-** The provisions of these rules shall have overriding effect on all other relevant rules/regulations are in force on the commencement of these rules on the matters provided herein.

**23. Relaxation.-**When it is considered by the Government that it is necessary or expedient to do so in the public interest, it may, by order, for reasons to be recorded in writing, relax any provision of these rules in respect of any class or category of the employees.

By Order of Governor  
SUSHIL KUMAR LOHANI  
Principal Secretary to Government